

EQUALITIES POLICY

At Kingsdown we recognize that individuals may experience inequality for a variety of reasons including gender, ethnicity, religion, sexual orientation, disability etc. We are committed to promoting equality in all aspects of school life including pupil admissions, pupil discipline and exclusion, staff recruitment etc. We will challenge discrimination, both hidden and overt, wherever we find it and will look for it in a systematic and rigorous way. We will promote good race relations and the importance of encouraging and valuing the contributions of everyone male or female, able-bodied or disabled. We take our duties under the Equalities Act 2010 very seriously and recognize all the protected groups.

**Different
Individuals
Valuing
Each other
Regardless of
Skin
Intellect
Talents and
Years**

Our Equalities Policy applies to all stakeholders in the school including pupils, staff, parents/carers, governors, social workers and others who work with our pupils. If you feel that you or your child/ward have been treated unfairly in any way or that you are not able to play as full a part in the life of the school as you would like because of your race, cultural heritage, sexual orientation gender or because of a disability you may have please contact us at once and we will do everything we can to put matters right and make reasonable adjustments to support you or your child/ward.

We will investigate any incidents of racial or other abuse thoroughly and take disciplinary action where we feel necessary.

KINGSDOWN CODE OF CONDUCT

- Attend school and lessons regularly and punctually
- Wear the correct uniform
- Show respect to staff and peers and the school environment
- Make an effort to produce the best work you can in class and for homework
- Stay in class.

We are always happy to discuss any aspect of your child/ward's behaviour—please telephone the school and make an appointment. We hope you will feel any concerns you may have are dealt with promptly and courteously but if you do have a complaint please contact the school office and ask for a copy of the Complaints Procedure.

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Kingsdown Secondary School

Aiming for success

EQUALITIES, SRE & DRUGS AT KINGSDOWN— INFORMATION FOR PARENTS/CARERS

Revised April 2013

This leaflet contains a summary of the suite of policies concerning equalities, SRE and drug misuse. Full versions of the policies can be downloaded from the website www.kingsdownsse.com or you can ask the office to send a hard copy in the post.

SEX & RELATIONSHIPS EDUCATION POLICY

OBJECTIVES of SRE teaching

- To help young people to appreciate the benefits of family life and to be aware of the responsibilities of parenthood.
- To be aware of the nature and importance of marriage for family life while recognizing there can be strong and supportive relationships outside marriage.
- To help build self esteem and self respect and to encourage pupils to respect others.
- To teach the taking on of responsibility and the consequences of one's actions in relation to sexual activity and parenthood
- To provide young people with information about different types of contraception, safe sex and how they can access local sources of further advice and treatment
- To give young people a clear understanding of the arguments for delaying sexual activity and resisting pressure
- To link sex and relationship education with issues of peer pressure and other risk taking behaviour such as drugs, smoking and alcohol
- To ensure that young people understand how the law applies to sexual relationships.

- To be sensitive to issues of sexual identity without directly promoting sexual orientation.
- To give pupils knowledge of sexually transmitted diseases including HIV, AIDS, and Chlamydia etc.
- To encourage communication skills.

SRE AT KINGSDOWN

At Kingsdown School the programme of sex and relationship education is delivered through the formal curriculum for example in PSHE and science; and informally through the tutorial programme and mentoring schemes in response to individual issues. Working closely with parents/carers in these sensitive areas is of prime concern to us and we will always inform you before starting to teach a formal series of lessons in SRE. We will also contact you if we feel that your child/ has raised an issue we need to discuss with you. If your child/ward discloses that he is engaged in or suffering from any activity which puts him or someone else at risk of harm we will always inform the appropriate authorities. (Police or Social Services).

CONFIDENTIALITY

Staff at Kingsdown cannot have confidential relationships with parents/carers or pupils. We will always inform the appropriate authorities if we are told things that cause us to believe that a child or young person is at risk of significant harm. We will also inform the Police if we are made aware of criminal activities

DRUGS POLICY

A drug is "A substance people take to change the way they feel, think or behave".

- Legal drugs, including alcohol and tobacco
 - Over the counter and prescription medicines
 - Illegal drugs including ecstasy, cannabis, crack/cocaine, heroin and LSD volatile substances (solvents), Ketamine and Khat.
- Drug use describes any drug taking

We aim to give our pupils information about drugs and alcohol and help them develop the skills and attitudes to make healthy and safe decisions about drug use.

Drug education is delivered through the formal curriculum for example in PSHE and science; and informally through the tutorial programme and mentoring schemes in response to individual issues.

This school does not permit the possession, use or supply of any illegal drug. This covers; on or near the school premises within the school day and on school visits, school journeys and at school social events. These rules apply to staff, pupils, parents, governors and those working and visiting the school.

If there is a drug related incident within school the headteacher will firstly ensure the well being of the pupil and secondly discuss with the parent/carer what action to take including involving the police. In the event of staff having a 'reasonable suspicion' that a pupil is carrying illegal drugs they may ask a pupil to turn out his pockets and have his bag searched. If a more intimate search is required or if the pupil refuses the police will be called.

See also the Administration of Medicines Policy.